

Brotherhood of Locomotive Engineers and Trainmen
A Division of the Rail Conference-International Brotherhood of Teamsters
General Committee of Adjustment
Union Pacific Railroad-Central Region

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1ST VICE-CHAIRMAN
R.L. Law
2ND VICE-CHAIRMAN
C.R. Jones
3RD VICE-CHAIRMAN
D.W. Grimes
4TH VICE-CHAIRMAN
K.S. Leyerle
SECRETARY-TREASURER



September 16, 2009

All Division Presidents, GCA - UPCR
All Local Chairmen, GCA – UPCR
All Secretary/Treasurer, GCA – UPCR

Dear Brothers:

This is to advise that the proposed change in the By-Laws of the General Committee of Adjustment, Union Pacific – Central Region, Brotherhood of Locomotive Engineers and Trainmen, A Division of the Teamsters Rail Conference, has been approved by the delegates to the General Committee of Adjustment.

As information, Section VIII, 1, lines 7 and 8, previously read:

“Members holding seniority in train service only will be assessed \$33.00 per month.”

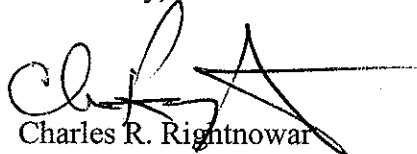
As of September 1, 2009, Section VIII, 1, lines 7 and 8, has been changed to read:

“Members holding seniority in train service, and working in train service on the first day of the calendar month, shall be assessed \$10.00.”

Please find enclosed a copy of the amended By-Laws.

If you have any questions or identify any errors, please notify me immediately at the numbers provided above or General Secretary-Treasurer KS Leyerle.

Fraternally,

A handwritten signature in black ink, appearing to read 'CR Rightnowar', with a long horizontal line extending to the right.

Charles R. Rightnowar
General Chairman - BLET
Union Pacific – Central Region

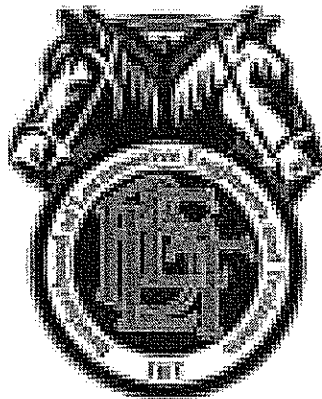
cc: Ed Rodzicz, National President
Paul Sorrow, National First Vice-President
Bill Walpert, National Secretary Treasurer
Kevin Leyerle, General Committee Secretary Treasurer

BYLAWS

GENERAL COMMITTEE OF ADJUSTMENT

of the

**BROTHERHOOD OF LOCOMOTIVE ENGINEERS
AND TRAINMEN**



**UNION PACIFIC RAILROAD
(CENTRAL REGION)**

Revised: 01/09/2008
Approved: 01/09/2008
Amended: 09/01/2009

ARTICLE I

Structure of Committee

This body shall be known and designated as the General Committee of Adjustment (GCA), Brotherhood of Locomotive Engineers and Trainmen (BLE-T), Union Pacific Railroad Company (Central Region), which consists of the Territories (main lines and connecting branch lines) of the Union Pacific Railroad as follows:

Union Pacific:

- Kansas City to Council Bluffs (not including Councils/Omaha Metro Complex);
- Kansas City to Des Moines (not including Des Moines);
- Kansas City to Coffeyville (not including Coffeyville);
- Kansas City to Parsons (not including Parsons);
- Kansas City to Marysville (not including Marysville, but including Topeka and NEKM Line);
- Topeka to Junction City;
- Kansas City to Jefferson City
- Kansas City to Chicago via Fort Madison (not including Chicago);
- Kansas City to Chicago via Quincy (not including Chicago);
- Kansas City to Winfield via BNSF trackage rights (not including Winfield);
- Kansas City to Wichita via BNSF trackage rights (not including Wichita);
- Kansas City to Pratt via Hutchison via BNSF trackage rights (not including Pratt);
- Kansas City Terminal;
- North Little Rock to Longview (not including Longview or Texarkana);
- North Little Rock to Monroe/Livonia (not including Livonia but including Alexandria);
- North Little Rock to Shreveport (not including Shreveport); North Little Rock to Van Buren (not including Van Buren); North Little Rock to Memphis;
- North Little Rock to Dexter;
- North Little Rock to Pine Bluff;
- North Little Rock to Kansas City via Cotter;
- North Little Rock Terminal;
- Paragould to Lexa;
- St. Louis/East St. Louis/Dupo to Dexter via Chester Subdivision;
- Dexter to Memphis;
- St. Louis/East St. Louis/Dupo to Poplar Bluff/Dexter via Desoto Subdivision;

- Salem to Dexter;
 - Findlay Junction to Metropolis;
 - Gorham to Benton Junction;
 - Chester to Mt. Vernon;
 - St. Louis/East St. Louis/Dupo to and including Yard Center via Pana Subdivision;
 - UP (former MP) lines governed by the Missouri and Illinois Agreements;
 - St. Louis/East St. Louis/Dupo to, South Pekin (not including South Pekin);
 - St. Louis/East St. Louis/Dupo to Jefferson City;
 - St. Louis Terminal;
 - Pine Bluff to Big Sandy (not including Texarkana or Big Sandy);
 - Pine Bluff to Shreveport (not including Shreveport);
 - Pine Bluff to Memphis;
 - Pine Bluff to Dexter;
 - Pine Bluff Terminal;
 - St. Louis/East St. Louis/Dupo to Chicago via Bloomington (not including Chicago).
2. The above includes all UP Main lines, branch lines, industrial leads, yard tracks and stations between or located at the points indicated. The jurisdiction of this General Committee includes, but is not limited to, the territories identified above.

Article II

1. This GCA shall consist of a General Chairman and Chairmen of all Local Committees of Adjustment, as defined in Article I of above.
2. The Officers of this body shall be the General Chairman, the First Vice-General Chairman, Second Vice-General Chairman, Third Vice-General Chairman, Fourth Vice-General Chairman, Secretary-Treasurer, Alternate Secretary-Treasurer and two (2) members of the Executive Committee elected by the GCA in full session.
3. The Executive Committee of this body shall be the General Chairman, First Vice-General Chairman, Second Vice-General Chairman, Third Vice-General Chairman, Fourth Vice-General Chairman, Secretary-Treasurer, Alternate Secretary-Treasurer and two (2) members elected by the GCA in full session.
4. The members of the Brotherhood of Locomotive Engineers and Trainmen on all lines constructed or absorbed by the Union Pacific Railroad within this region and coming within the jurisdiction of its management, shall conform to the laws, rules and regulations of this GCA.
5. Except as provided herein, the business of the General Committee of Adjustment will be governed by the Constitution of the International Brotherhood of Teamsters (IBT), the BLE-T Bylaws and Rules of Order.

Article III

1. The General Chairman shall have the authority to move the main office of the GCA to any location within the defined boundaries of this GCA.
2. Meetings of this GCA shall be every four (4) years no later than the month of June in accordance with the By-Laws of the BLE-T, unless otherwise convened in accordance with applicable provisions of these By-Laws or other BLE-T law. Any Division not square on the books of the Secretary-Treasurer of the GCA will not be entitled to a seat at any meeting of the GCA. If a majority of the delegates to the GCA, or the General Chairman, or both, convenes the GCA early within six (6) months of the regularly scheduled meeting, during the same calendar year of the regularly scheduled meeting, that meeting will suffice for the regularly scheduled meeting. Ninety days advance notice will be required prior to the convening of the regularly scheduled quadrennial GCA meeting.
3. A two-thirds (2/3) majority of the GCA will constitute a quorum.
4. No new business will be entertained by the GCA unless sent by authority of the General Chairman or a Division. The Division drafting the proposal must provide a record showing that the Division has acted on the merits of the question, and that a copy of the resolution has been sent to all other Central Region Divisions by the Secretary-Treasurer of the Division drafting the proposal (with a copy to the General Chairman) at least forty-five (45) days prior to the convening of the GCA.
5. Order of Business.
 - a) Call meeting to order.
 - b) Invocation.
 - c) Roll Call.
 - d) Appoint Credentials Committee.
 - e) Report of Credentials Committee.
 - f) Adoption of meeting agenda
6. The sessions of this GCA shall be held daily, working hours as set by the majority vote of the GCA in session, until all business has been transacted.
7. The duties of the Executive Committee shall be to give careful and conscientious consideration to adjust only subjects referred to it by action of a majority of the full GCA and fulfill its obligations as set forth herein and make proper report of their findings on all matters.

Article IV

Duties of Elected Officers.

Duties of the General Chairman

- a) The General Chairman will devote full time to the duties of his office and interest of the members under his jurisdiction, and he shall retain all rights he may hold as an employee of the Union Pacific Railroad Company.
- b) The General Chairman shall preside at all meetings of the GCA and meetings of the Executive Committee, appoint all committees, preserve order and decide questions of law which may arise, adjust all grievances which may be brought before him, act upon any call which may be received by any Division within the Central Region, use diligence to bring any trouble to a satisfactory settlement, maintain a record and advise all Divisions. The General Chairman shall be privileged to call in any individual to assist him in the performance of his duties and responsibilities.
- c) The General Chairman shall have the authority to employ one (1) full time Administrative Assistant. If the workload of the General Chairman's office requires, the General Chairman shall have the authority to employ one (1) additional full time Administrative Assistant.
- d) The General Chairman shall have the authority to call witnesses and any member of the GCA to assist Local Chairmen in representing the members. Upon request of the Local Chairman the General Chairman or his designated representative will assist the Local Chairman at disciplinary investigations. When so called, the witnesses and/or members of the GCA shall be reimbursed a delegate day for each day duties are performed from the funds by the Secretary-Treasurer. Upon being provided proper documentation, payment of actual lost time may be authorized by the Executive Committee if there is an inequitable difference between actual lost time and delegate's day pay. In no instance, will the General Committee be obligated to make any person whole for loss of time in relation to any protective payments due from the Carrier.
- e) The General Chairman's office shall prepare all Petitions for Review on cases that are submitted to it, having merit, to the LERB. If a question arises as to the propriety of filing a Petition for Review to the LERB, the General Chairman will present the issue to the Executive Board for final resolution.
- f) The General Chairman shall, upon request, visit each Division at least once during each-term in office. The General Chairman may request Division(s) to order a special meeting in advance of any visit. The General Chairman may elect to send the First Vice-General Chairman in his place to fulfill this provision.
- g) The General Chairman shall have authority to set jurisdiction for each Hub within the territory of the General Committee. In addition, the General Chairman shall have authority to set jurisdiction for each zone in each Hub within the territory of the

General Committee.

- h) The General Chairman may, at his discretion, place ballots before the GCA to effect changes and assist in deciding issues, with the exception of the items which have been handled in accordance, with Article XI, Section 2 of the By-Laws; and his actions will be governed by majority vote of those returning ballots. Proposed Agreements shall be ratified in accordance with By-Laws of the BLE-T.
- i) Any Division requesting the services of the General Chairman shall give him a written statement, setting forth the reasons for the requested services. The statement shall consist of an accurate description of the dispute and shall include documentation of previous handling on the property.
- j) The General Chairman shall render to each Division on the General Committee a quarterly report at the end of each quarter, and send to each Division Secretary-Treasurer and Local Chairman a copy of the rulings and interpretations of the schedule under which they are working.

NOTE: This provision may be complied with by the General Chairman by keeping all Divisions, including Local Chairmen, Division Presidents and Division Secretary-Treasurers, apprised of General Chairman Rulings, arbitration decisions, LERB decisions and other General Committee business conducted with the Carrier and other General Committee activities on a regular basis via mailings.

- k) The General Chairman will be a member of the Union Pacific General Chairmen's Association (UPGCA) and the Western General Chairmen's Association (WGCA). He shall attend all meetings of those associations and the Southwest Convention (SWC). The GCA will pay the dues for those associations and an annual advertisement in the SWC program. The General Chairman will attend the IBT Quinquennial and the BLE-T National Division Quadrennial convention when it is possible for him to do so.
- l) The General Chairman shall convene the By-Laws and Financial Audit Committees one day in advance of the quadrennial session of the GCA.

The By-Laws Committee shall have the authority to review any section of the law of the General Committee and to make any recommendations for change of such laws which in their- judgment, is necessary. The said committee shall have all resolutions from divisions and recommendations from the General Chairman printed as submitted, in their report; and such report will be printed in sufficient quantity for each delegate at the GCA meeting to receive a copy.

It shall be the duties of the Auditing Committee to examine the books and accounts of the GCA submitting a report orally and written to the full GCA.

Duties of the Vice-General Chairmen

- a) The First Vice-General Chairman, Second Vice-General Chairman, Third Vice-General Chairman and Fourth Vice-General Chairman shall have the authority and duties delegated to him by the General Chairman. It will be the duty of the Vice-General Chairmen to assist the General Chairman upon request. Should the General Chairman be incapacitated or unable to serve, the First Vice-General Chairman shall assume all duties of the office of General Chairman until his return. If the General Chairman and the First Vice-General Chairman are unable to serve, the Second Vice-General Chairman shall assume all duties of the office of General Chairman, until his return. If the General Chairman, the First Vice-General Chairman and the Second Vice-General Chairman are unable to serve, the Third Vice-General Chairman shall assume all duties of the office of General Chairman, until his return. If the General Chairman, the First Vice-General Chairman, the Second Vice-General Chairman and the Third Vice-General Chairman are unable to serve, the Fourth Vice-General Chairman shall assume all duties of the office of General Chairman, until his return.
- b) In cases of permanent vacancy in the office of General Chairman, through any cause, the First Vice-General Chairman shall assume the position of the General Chairman. Should the First Vice-General Chairman position become vacant, for any reason, the position will be filled by the Second Vice-General Chairman. If the Second Vice-General Chairman position becomes vacant, for any reason, the position shall be filled by the Third Vice-General Chairman. If the Third Vice-General Chairman position becomes vacant, for any reason, the position shall be filled by the Fourth Vice-General Chairman. If the Fourth Vice-General Chairman position becomes vacant, for any reason, the position shall be filled by an election of candidates nominated and voted on by the Executive Committee of the UPCR GCA
- c) Upon order of the General Chairman, a Vice-General Chairman, or any other delegate so authorized by the General Chairman, shall be vested with full authority to settle any grievances that may properly come before him.
- d) Vice-General Chairmen shall be under the direction of and report to the General Chairman regarding matters pertaining to their duties as Vice-General Chairmen.
- e) The Vice-General Chairmen may be called into the office of the GCA at the direction of the General Chairman, as may be necessary to handle the business of the GCA.

Duties of the Secretary-Treasurer

- a) The Secretary-Treasurer shall receive and keep an accurate record of all monies of the GCA, depositing receipts in a timely manner, and at the discretion of the General Chairman, make proper disbursements of such funds. The Secretary-Treasurer will provide the General Chairman in writing a list of all accounts and their balances at the end of each month.
- b) The Secretary-Treasurer shall provide for the keeping of the minutes of all meetings of

the GCA, have them printed and made available to each member of the GCA and attend to such other duties as may be directed by the General Chairman.

- c) The Secretary-Treasurer shall obtain a bond covering himself and the General Chairman, in the amount set out in the By-Laws of the BLE-T; the cost of such bond to be paid from the funds of the GCA.
- d) The Secretary-Treasurer shall, at the end of each quarter of the year, make an itemized report of all receipts and disbursements to the General Chairman and to the President, Secretary-Treasurer and Local Chairman of each Division.
- e) The Secretary-Treasurer shall be under the direction of and report to the General Chairman regarding matters pertaining to his duties as Secretary-Treasurer of the GCA.
- f) The maximum amount in the treasury is to be sufficient to cover all administrative salaries, all office expenses, plus any new equipment that will be needed, plus enough money for the next GCA meeting and a cash reserve for future negotiations, not to exceed \$400,000.00. When that amount is reached, the Executive Committee at that time will meet to discuss what to do with any amount over \$400,000.00. The Executive Committee shall have the authority to amend the dues structure, if necessary, subject to the By-Laws of the BLE-T.
- g) The funds the GCA will be placed in a Federal Reserve or federally insured bank, and the amount deposited in any savings institution shall not exceed the amounts insured by the FDIC or FSLIC.

The financial institution holding GCA funds must be an institution other than the one where personal accounts are maintained by the General Chairman and/or Secretary Treasurer.

- h) The Secretary-Treasurer and the Alternate Secretary-Treasurer shall be required to attend Secretary-Treasurer's Workshop presented by the Education and Training Department of the National Division. The GCA will pay one delegate day for each day of attendance at these workshops and all reasonable expenses, such as traveling, lodging and meals.
- i) The Secretary-Treasurer may be called into the office of the GCA at the direction of the General Chairman, as may be necessary to handle the business of the GCA.
- j.) When for any cause there is a temporary vacancy in the office of Secretary-Treasurer the office will be filled by the Alternate Secretary-Treasurer who will assume all duties of the Secretary-Treasurer until his return. In case of permanent vacancy of the Secretary-Treasurer the Alternate Secretary-Treasurer shall assume the position of Secretary-Treasurer.
- k.) When for any cause there is a vacancy in the office of Alternate Secretary-Treasurer

the General Chairman will appoint a member of the General Committee to fill that position.

Article V

Election of Officers

1. Regular election of officers.

The General Chairman, First Vice-General Chairman, Second Vice-General Chairman, Third Vice-General Chairman, Fourth Vice-General Chairman, Secretary-Treasurer, Alternate Secretary-Treasurer, and two (2) members of the Executive Committee shall be elected in accordance with the By-Laws of the BLE-T.

2. Nominations.

All officers will be nominated from the floor of the GCA, in session. If there is only one (1) nomination for any office and sufficient time has been allowed for further nominations, the presiding officer will cast a ballot to elect such officer by acclamation.

3. Elections.

- a) The election of officers will be by secret ballot, except as provided below, while the committee is in session and will be counted by a Board of Tellers appointed by the General Chairman. Nominees receiving a majority vote will be declared elected. In case of three or more candidates, none of which receive a majority vote, the candidate receiving the lowest number of votes will be dropped from the ballot until one receives a majority.
- b) When a delegate has been instructed by his Division to cast his vote at the GCA meeting for any candidate for any office or instructed by his Division how to cast his vote on any other business properly before the GCA, the Delegate will make this fact known to the full GCA when the ballots are distributed and cast his vote verbally according to the dictates of his Division openly and have it recorded and make the record known to his Division to verify that the wishes of the Division has been complied with.
- c) If a Division has specifically instructed, at any time prior to the convening of the GCA, its delegate to vote for a specific candidate for a specific office or instructed by his Division how to cast his vote any other business properly before the GCA, that Delegate's open, recorded vote will be tallied accordingly by the Board of Tellers and the delegate will be precluded from casting a secret ballot. The Delegate's open vote, along with all other secret ballots cast, will then be counted accordingly by the Board of Tellers. A record will kept of those votes cast by Delegates under the direct instructions from their respective Divisions and be mailed by the General Secretary-Treasurer to local Division

officers to verify that the delegate(s) cast their vote(s) consistent with the dictates of his Division.

4. All officers except the Secretary-Treasurer of the GCA shall assume the duties pertaining to their office immediately upon their election, and they shall continue to serve until such time as their successors shall be elected according to the By- Laws. The Secretary-Treasurer shall have a reasonable period of time, not to exceed forty-five (45) days to bring records up to date and transfer such records with all other articles pertaining to that office, to his successors.
5. A newly elected General Chairman may request the assistance of his predecessor for a period of not to exceed thirty (30) days. During the extended term in office, both shall be compensated in full for their service. However, if a vacancy occurs through resignation less than thirty (30) days before the convening of the GCA, this paragraph shall not apply.

Article VI

Delegate Pay

1. The salary of the Delegates and Officers of the GCA shall be \$325.00 per day and shall be adjusted based on the General Wage Increase (GWI) rounded up to the next whole dollar.
2. Delegates and Officers within a radius of 500 miles of the location will be allowed one (1) day to and one (1) day returning travel time. Delegates and officers outside the 500 mile radius will be allowed one (1) additional day to and one (1) additional day returning for each 500 miles or fraction thereof and an additional \$300.00 for incidental travel expenses. Delegates and officers who elect to fly will be allowed roundtrip airfare and one (1) day travel in each direction.
3. Delegates and officers electing to drive will be reimbursed the IRS allowed rate per mile up to the amount reasonable air fare would cost.
4. The GCA shall provide suitable lodging and meals for delegates while it is in session.
5. Delegates authorized by the General Chairman to perform GCA work herein, such as tallying strike vote or other incidental service, shall receive delegates' rate of pay plus actual reasonable expenses. If there is an inequitable disparity between per day delegate's pay and actual lost time, upon a majority vote of the Executive Committee having been provided with proper documentation from the member, actual lost time may be paid. Under no circumstances will the GCA make members whole for lost time or actual wages due to loss of TPA payments while performing duties for the General Chairman. The General Committee's obligation to pay actual lost time, if approved by the Executive Committee, refers to what his or her assignment actually earned.

Copies of all wages and expenses claimed by Delegates shall be forwarded to the General Chairman.

6. Immediately after the convening of the GCA, each delegate will advise the General Secretary-Treasurer of the number of travel days claimed and expenses to be claimed as example air fare and/or car mileage.

Article VII

Salary and Benefits

General Chairman

- a) The General Chairman shall be a salaried officer. His salary will be derived by multiplying the delegate day by the number of days in the current year and divide by 12. This monthly salary will be paid semi-monthly on the first and sixteenth day of each month.
- b) The General Chairman, when absent from the designated General Chairman's office, conducting GCA business, will be reimbursed actual reasonable expenses incurred. The GCA shall provide the General Chairman with a credit card to be used for travel, lodging, meals, etc., while engaged in business. Card will be issued in the General Chairman's name and billed directly to the office of the General Chairman.
- c) The General Chairman will be paid the IRS allowed rate per mile for use of his personal automobile when used in connection with conducting GCA business.
- d) Premiums will be paid by the GCA for health, dental, life, optical and short term disability insurance in addition to health and welfare benefits for the General Chairman's dependents, all comparable to that provided by the Carrier for active engineers. The Officers Plan under United Health Care GA 107300 and/or Union Pacific- Railroad Employees Health Systems would qualify.
- e) The General Chairman shall be entitled to vacation benefits consistent with the national agreement. If the General Chairman is unable to take his/her authorized vacation time, he/she will be paid for the vacation time not taken in lieu of for the portion not taken by December 31 of the year qualified for.

Secretary-Treasurer

- a) The Secretary-Treasurer of the GCA shall be paid a monthly salary of \$3,000.00.
- b) When the GCA is in session, the Secretary-Treasurer will be paid the same as all other delegates.
- c) The Secretary-Treasurer shall be allowed three (3) days at the Delegate rate of pay for compiling and completing minutes of the quadrennial meeting. He shall also receive one (1) day at the Delegate rate of pay for compiling and submitting Informal GCA meeting minutes and the Annual Financial report at the end of the year.
- d) The Secretary-Treasurer shall be paid the IRS allowed rate per mile for use of personal automobile when used in connection with conducting GCA business.
- e) The salary of the Secretary-Treasurer shall be subject to wage and COLA increases of prevailing wage contract of engineers represented by this Committee.
- f) The Secretary-Treasurer will be paid vacation pay by the GCA consistent with the national agreement. (Make Whole) If the Secretary-Treasurer is unable to take his/her authorized vacation time, he/she will be paid for the vacation time not taken in lieu of for the portion not taken by December 31 of the year qualified for.

Administrative Assistant(s)

- a) The salary of the Administrative Assistant(s) shall not exceed \$90,000.00 per year except as authorized by 3(b) below. This full time assistant shall receive the same health care and welfare benefits and vacation benefits as the General Chairman. If the Administrative Assistant(s) chooses not to accept the health and welfare benefits provided by the General Committee, and elects to avail himself to other health and welfare benefits, the General Committee will bear the actual cost of those benefits. Under this provision, it is understood that the in-lieu of payment will not exceed the current actual cost of the benefits to the General Committee. Administrative Assistant's salary shall be paid semi-monthly.
- b) When the locomotive engineers represented by the GCA receive a wage increase, the salary of the Administrative Assistant(s) shall be increased proportionately.
- c) The Administrative Assistant(s) shall be entitled to vacation benefits based

upon years of service. If the Administrative Assistant(s) is unable to take his/her authorized vacation time, he/she will be paid for the vacation time not taken in lieu of for the portion not taken by December 31 of the year qualified for.

Office Manager

- a) The General Chairman shall have the authority to hire a full time office manager and/or a part-time secretary from a "Kelly Girl" type pool on an as needed basis. If the General Chairman chooses to hire a full-time office manager, his/her salary will be set as not to exceed \$55,000 per year except as authorized by 4(c) below. A full-time office manager will be entitled to the same vacation benefits as the working engineer as determined by his/her years of service. He/she would also be entitled to the same insurance benefits as an Administrative Assistant except for the provisions pertaining to short term disability insurance.
 - b) The GCA will provide all fringe benefits as required by law and/or as agreed to by a majority vote of the GCA members.
 - c) When locomotive engineers represented by this GCA receive a wage increase, the salary of the office manager may be increased proportionately.
 - d) Office Manager and/or Secretary(s) will be paid the IRS allowed rate per mile for use of personal automobile when used in connection with conducting GCA business:
 - e) The Office Manager(s) shall be entitled to vacation benefits based upon years of service. If the Office Manager(s) is unable to take his/her authorized vacation time, he/she will be paid for the vacation time not taken in lieu of for the portion not taken by December 31 of the year qualified for.
5. The full time officers of the GCA shall be allowed the maximum vacation time with pay that their seniority would permit under existing schedule rules, provided they do not qualify for a vacation with the Carrier.
 6. Delegates authorized to do work for the General Committee who are paid more than \$3000.00 per year will be paid vacation pay by the GCA consistent with the national agreement. (Make Whole) If the Delegate(s) is unable to take his/her authorized vacation time, he/she will be paid for the vacation time not taken in lieu of for the portion not taken by December 31 of the year qualified for.
 7. Startup and maintenance costs of a 401(k) plan for the GCA office shall be underwritten by the GCA.

Article VIII

Dues and Assessments

1. The funds of the GCA shall be raised by assessment of dues on all members holding seniority rights on the system, and shall be collected monthly. The dues shall be determined by a majority vote of the GCA. Applicable dues will be determined by a member's status on the first day of each month; and only those members on sick leave or off in force reduction, discharged, or apprentice (student) engineers will be excused from payment of dues. Members holding seniority as engineers will be assessed \$53.00 per month. Members holding seniority in train service, and working in train service on the first day of the calendar month, shall be assessed \$10.00 per month. Exception: GCA assessments for new hired engineers/train service employees working under a reduced rate shall be reduced by the same percentage.

\$2.00 per month subject to increase based on COLA and GWI rounded to the next 10th of a dollar dues shall be assessed to all members and be allocated to a GCA convention fund. At the conclusion of the regular General Committee meeting any unused moneys will be placed into the General Committee General Fund with the exception of a minimum amount to keep the account open.

2. In between sessions of the GCA, the General Secretary-Treasurer will levy special assessments, not exceeding \$20.00 per month, when the balance of the General Committee General Fund falls below \$100,000 after paying all monthly income for dispersal (i.e. national dues, division due, legislative dues), which will stay in effect until the General Fund of the General Committee reaches a balance of \$200,000, after paying all monthly income for dispersal at which time the special assessment will cease.
3. GCA dues shall automatically be increased the same percentage as any local or national wage increase, including COLA, resulting from wage negotiations. Such dues will be rounded off to the nearest \$1.00 to become effective on the same date as such increase.

Article IX

Delegate's Duty

1. It shall be the duty of all Delegates to the GCA to make a full report to their respective Divisions of all work done at the GCA meeting, and at the expiration of their term of office, will turn over to their successors any and all documents, supplies, and equipment incidental to their office.
2. A Delegate who is not promptly in attendance at the daily sessions of the GCA shall be reported to his Division unless excused by the General Chairman.

Article X

Audit

The books of the GCA Secretary-Treasurer shall be audited once annually as soon after close of business of the preceding calendar year as possible, by an independent certified public accountant, and a copy of the audit report furnished to the General Chairman and each GCA delegate.

Article XI

Procedure

1. The By-Laws are made and/or amended by majority vote of the GCA in session, or by two-thirds (2/3) majority vote of the GCA between sessions.
2. A matter that has once been settled by the GCA shall not be reconsidered or opened except under the provisions of the By-Laws of the BLE-T.
3. Any rule contained herein that conflicts with the revised By-Laws of the BLE-T dated June 2006 shall be changed to conform thereto.
4. Gender, where used, is intended to cover male or female, as appropriate.
5. These By-Laws are adopted, January, 09 2008 to be effective January 09, 2008

Date Adopted: January, 09 2008

Approved: January, 09 2008

Amended: September 1, 2009